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JOB DESCRIPTION

Position title:	Director, Conservation Impact- Africa
Reports to:	Direct line to Regional Director - Africa Dotted line to Global Conservation Director
Supervises:	Policy, Partnerships, Performance
Works closely with:	Practice Leaders, Focal Points and Conservation Directors from the Region
Date:	March 2019

I. Major Functions:

To work with the Regional Director and Practice Leaders to identify and accelerate the development, design and implementation of the most promising initiatives within Africa that deliver the greatest impact on our Practice Outcomes.

This role works with Practice Leaders, Focal Points and Conservation Directors in Africa to develop a common understanding of regional trends and opportunities and to identify and accelerate the development, design and implementation of high quality initiatives that capitalise on these opportunities and deliver the greatest impact against our Practice Outcomes.

This role also ensures the fulfilment of the organizations mission of 'people living in harmony with nature' by ensuring relevance of our conservation work to people and development in Africa

In short, this role acts as a regional accelerator for moving regional ideas and smaller initiatives into bigger, focused, well designed and impactful initiatives that deliver the conservation outcome against WWF Goals and are also appealing to funders.

To prioritize and align institutional partnerships based on the pan-Africa conservation strategy as it develops, and country strategies.

II. Major Duties and Responsibilities:

Works with Practice Leaders and Focal Points and Conservation Directors from the region to:

- Develop a common understanding of regional trends and opportunities for delivering impact against our Practice Outcomes;
- Provides timely advice to Regional Director, Global Conservation Director and Global Practice Leaders on emerging opportunities and challenges for conservation delivery in specific locations
- Leads the development of multi-year and annual overarching plan to deliver conservation initiatives in Africa
- Understand the portfolio of initiatives that are already underway within the region;
- Identify and prioritize the most promising opportunities for delivering impact at the regional level;
- Ensures that WWFs conservation work on the ground is aligned to its social policies, clearly upholding the human rights of people and communities.
- Actively establishes and monitors progress against social policy indicators across initiatives and programmes
- Accelerate the development, design and implementation of the high-quality initiatives from the region that ascribe to the Initiative Guidelines endorsed by NET;
- Partner with Regional Director to identify and pursue crucial opportunities for joint action with other conservation groups on the continent to co-lead and promote unified conservation agendas such as the global deal for nature
- Facilitate collaboration frameworks, guide and provide oversight and support for seamless delivery of transboundary conservation initiatives
- Supports the 'packaging' of initiatives in a way that is compelling to funders and interacts with donors as needed and requested;
- Support the Practice Leaders in uncovering innovations within the region and advise on how these can be best supported, incubated, prototyped and accelerated;
- Identifies capacity and operational constraints to the effective implementation of practice strategies and initiatives within the region (including how regional focal points are able to engage in Practice structures and processes). Advises the Global Conservation Director, Practice Leaders and WWF International SMT on these matters;
- Identifies regional policy opportunities in line with our Practice Strategies and represents WWF in these fora as requested;
- Represents WWF with regional partners and helps to manage these relationships as requested by Practice Leaders;
- Provide inputs to communications products/campaigns to ensure accurate information will be published to promote the image of the organization and its conservation activities;
- Regularly updates the GCD on regional opportunities and progress in the development, design and implementation of regional initiatives;
- Acts as spokesperson for conservation issues in the region to the media, WWF Network, partners and the outside world when required and in coordination with the Regional Director and WWF International media team;
- Ensures that offices have established solid baselines and SMART indicators for their biodiversity targets and footprint objectives at programme and project levels; and support offices in developing robust and sharp conservation strategies, clearly contributing to global goals and responding to trends, opportunities, whilst supporting in developing the appropriate delivery models for these strategies

- Ensures effective performance monitoring of the implementation of conservation plans, by promoting timely and effective reporting against agreed Dashboard and KPIs, based on annual and strategic plans;
- Participates and takes up policy and partnership level engagement as necessary to influence change at all levels;
- Networks, in collaboration with country offices, key government and private sector institutions to grow key stakeholders/partners toward influencing conservation impact at scale;
- Supports the Regional Director with WWF's relationship with priority pan-African institutions, including the African Development Bank, African Union Commission and NEPAD, AMCEN and AMCOW and other selected RECs;
- Co-ordinate and align WWF expert input into institutional partnership opportunities i.e. UNEP and PSP;
- Works with the policy and partnership lead in taking up conservation policy level engagement as necessary to influence change at regional and global levels; and leads the Africa Conservation Directors forum to promote cooperation and coordination, cross learning, etc
- Liaise with Country Director and national Conservation Directors around their country conservation strategies and plans and facilitate timely and practical support
- Support learning and ensure development of global communities of practice on best practices & partnerships for delivering conservation initiatives and operational excellence in the African context.
- Undertakes other tasks as requested and agreed with the Regional Director, Global Conservation Director, and the Practice Leaders.

IV. Profile:

Required Qualifications:

- Post-graduate qualification in Environmental/Conservation science;
- At least 10 years in a senior conservation leadership role;
- Experience of working in an international, matrix organisation;
- Proven track record of managing internal and external multi-cultural stakeholders to influence and drive change;
- Clear evidence of enabling conservation delivery and experience in the region;
- Fluent English- any other language/s of the region an asset.

Required Skills and Competencies:

- 'Leading through influence' leadership and management style with focus on creating enabling environment for others;
- Proven knowledge and experience of human rights and community based approaches to conservation
- Strong ability to bring together and inspire various teams together for impact delivery;
- Entrepreneurial approach and eye for spotting innovation;
- Superb interpersonal skills which helps connecting people, expertise and hence multiplying conservation impact;
- Superlative diplomatic and communication skills to bring teams and stakeholders together;

- Demonstrates WWF behaviors in way of working: *Strive for Impact, Listen Deeply, Collaborate Openly, Innovate Fearlessly*;
- Adheres to WWF's values, which are: *Knowledgeable, Optimistic, Determined and Engaging*.

V. Working Relationships:

Internal – Works closely with Regional management team, Country Conservation Directors, Initiatives leads, relevant Practice Leaders, their core teams, Country Directors in the region, and other relevant stakeholders within the broader WWF network.

External – Creates and fosters close collaboration with external partners in governments, intergovernmental institutions, business and industry, NGOs and local communities to promote the Practice strategies and achievements in order to consolidate the impact of the Practices and Initiatives in the region.